Uniformed Personnel & DOD Civilian Employee PCS Travel & Transportation

Joint Services Relocation Training Conference
San Antonio, Texas

May, 2008

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"Be prepared to ride the cycles and trends of life; success is never permanent and failure is never final." -- Brian Tracy

Caveat

- The material in this briefing is current BUT is subject to change in the future.
  - N.B. SEVERAL changes in JTR material ‘location ‘
- Do ***NOT*** make this brief the basis of ANY decision; rather consult the appropriate reference (JTR or JFTR) for current information.
- “If *you can’t stand the answer, don’t ask the question.” (Ed Brennan, State Department)*
- ***N.B.*** The PDTATAC website has changed! See the several CORRECT references in this brief.

Reminders

- Different laws cause different allowances for uniformed personnel and civilian employees
- ***NB: JFTR & JTR (&FTR) are NOT "guidance"***
  - ***They have the force & effect of law!***
  - ***There are NO JFTR or JTR 'waivers'!***
- Just because JFTR (or JTR) doesn't say you can't do something does ***NOT*** mean that you can (JFTR, par. U1000 and JTR, par. C1050-A)
- JFTR & JTR Appendices A are **must-read** if dealing with travel & transportation allowances

Reminders (cont'd)

- Continuing emphasis on CTO use
  - ***Use for all official travel is required by statutory regulation, CTO contracts, and is DOD MANDATORY policy***
    - ***Personnel action available for violators***
    - JFTR, par. U3125; JTR, par. C2203
    - ***Any inference to the contrary is NOT correct***

Travel Authorizations/Orders

- “Throw the folder away!” Reread about how to complete an authorization/order!
- Service order preparation written material for uniformed personnel; or
- JTR, Chapter 3 for civilian employee authorization
  - Follow the guidance in the JTR!!!
- A poorly worded travel authorization/order almost always leads to poorly/inaccurately provided services, misunderstanding about allowances, and unhappy travelers

PCS Allowances Comparison

- Uniformed and civilian
  - General information (JFTR & JTR, Chapter 5, Part A)
  - Member/employee travel (paid differently)
    - New POC mileage rate set by GSA was effective 1 January 2008 - $.19/mile
      - PDTATAC finally was able to find this out on 14 March 2008
    - Now both use the same per diem rate for POC travel ($109/day) (JFTR & JTR Chapter 5, Part B)
    - Member paid ‘flat rate’; employee paid ‘Lodgings-Plus’
  - HHG or mobile home shipment
    - varying weights for uniformed personnel; more options for uniformed personnel (JFTR & JTR, Chapter 5, Parts D & F)
    - Civilians have a max of 180 days SIT ***with an exception***!
  - Dependent travel and transportation (paid differently)
    - Now uses same per diem rate for POC travel ($109/day) (JFTR & JTR, Chapter 5, Part C)

PCS ALLOWANCES Comparison (cont'd)

- Uniformed and civilian (cont'd)
  - Miscellaneous Expense Allowance (MEA) vs. Dislocation Allowance (DLA) (paid differently; different payment ceilings) (JFTR & JTR, Chapter 5, Part G)
  - POV shipment (no optional storage for civilian employees) (JFTR & JTR, Chapter 5, Part E)
    - Multiple POVs possible (not likely) for employees in CONUS
    - Members now ***may*** have a CONUS/CONUS shipment option
      - Requires the entire family to travel together in one POC

PCS ALLOWANCES Comparison (cont'd)

- Uniformed and civilian (cont'd)
  - House hunting trip @ Gov't expense (civilian employees only) (JTR, Chapter 5, Part M)
    - Uniformed personnel @ 'no cost' to the Gov't
  - Temporary lodging/meals expenses at old and/or new permanent duty stations (paid differently for civilians and uniformed, and differently within uniformed services: TLE CONUS (48 & DC) vs. TLA overseas)
    - TQSE(AE) or TQSE(F) for civilian employees (JTR, Chapter 5, Part H) (TQSA per State Dept regs)
      - ***In CONUS TQSE(AE) uses CONUS Standard ($99) per diem***
    - Revised and simpler TLE & TLA computations in JFTR (TLE - JFTR, Chapter 5, Part H & TLA - JFTR, Chapter 9, Part C)

PCS ALLOWANCES Comparison (cont'd)

- Uniformed and civilian (cont'd)
  - Leave travel between overseas assignments (COT/IPCOT and RAT) (JFTR, par. U7200 & JTR, Chapter 5, Part K)
    - Similar
  - Leave travel while overseas (both uniformed personnel & civilian employees now have Funded Environmental and Morale Leave (FEML) travel and (Rest & Recuperation) R&R travel in designated locations) (JFTR, pars. U7207 & U7300; JTR, Chapter 7, Parts N & Q; JFTR/JTR, Appendices S and U)
    - Similar
  - Buy/sell residence/property management (***civilians only***) (JTR, Chapter 5, Parts P & Q)

PCS ALLOWANCES Comparison (cont'd)

- Uniformed and civilian (cont'd)
  - Taxes on PCS travel/transportation allowances (DODFMR, JTR, Chapter 5 Part N, & Federal Travel Regulation (FTR))
    - Uniformed service PCS allowances ***not*** taxed; civilian PCS allowances significantly taxed
  - For references, see the FAQ #36 on our website @ ***http://perdiem.hqda.pentagon.mil/perdiem/faq.html***

OCONUS ALLOWANCES Comparison

- Uniformed and civilian
  - Overseas monetary supplements (Cost of Living Allowance (COLA), Overseas Housing Allowance (OHA), Living Quarters Allowance (LQA), Post Allowance, Station Allowance)) and for the US - BAH and for CONUS – CONUS COLA (For Uniformed personnel - JFTR, Chapter 9 for TLA, COLA, Chapter 8 for CONUS COLA & Chapter 10 for OHA, BAH & Family Separation Housing (allowance) (FSH))
  - Comparing uniformed civilian allowances – NOT useful
    - different functions; different amounts
    - State Dept. regs for civilian employees in foreign countries
    - OPM regs for civilian employees in non-foreign OCONUS areas
    - JFTR for all uniformed service members
      - ***Members must have reported for duty for COLA/TLA to be paid***

‘New’ OCONUS ALLOWANCES

- Cost of Living Allowance (COLA) for members without dependents living in the barracks/dorm scheduled to be increased
  - Currently 47% of the without-dependent rate of a member without dependent living in private sector housing
  - Increases to 53% on 1 October 2009
  - Increases to 58% on 1 October 2010
  - Increases to 63% on 1 October 2011

‘New’ CONUS ALLOWANCES

- Basic Allowance for Housing (BAH)
  - Housing allowance for the 50 states and DC
  - Policy and regulations now found in Joint Federal Travel Regulations, Volume 1 (JFTR), Chapter 10 (moved from DOD Financial Management Regulation in 2006)
    - Any old DODFMR ‘guidance’ is OBE!
  - A variety of changes/’tweaks’ to old policy have been made

‘New’ Changes

- Defense Travel Management Office (DTMO), no longer SDDC, administers the Rental Car Agreement Program
  - Still uses the CTOs!
- A higher TDY mileage rate ($.505/mile) eff 19 March 2008
- A single ‘per POC’ PCS MALT/mileage rate
  - No matter how many passengers are in the POC
  - $.19/mile (effective 1 January 2008)
  - ***NOT*** intended to reimburse for ‘expenses’, simply an ‘amount’

Emergency Leave from OCONUS

- Civilians and uniformed personnel both have emergency leave programs now
  - Uniformed personnel covered in JFTR, pars. U7205 and U7206
  - Civilian employees:
    - JTR, Chapter 7, Part L (Family Visitation Travel (FVT) in connection with visiting evacuated family members)
    - JTR, Chapter 7, Part M (Emergency Visitation Travel (EVT) – like uniformed program but all the way to the emergency site)
    - JTR, Chapter 7, Part H (Emergency T&T for an Employee while on TDY)

Frequently Asked Questions

- When is the TDY mileage rate going above $.505 – which is what the IRS allows? Gas rates are high! What's going on?
- Why must we use city-pair airfares when there are less expensive airfares available? And what's with the CTO fees for ticket changes?
- Why do I, as a civilian employee, have to use Government lodgings?

Frequently Asked Question Answers

- When is the TDY mileage rate going above $.505 – which is what the IRS allows? Gas rates are high! What's going on? A – Nothing yet from the IRS – and by law, GSA sets the rates at/below the IRS rate.
- Why must we use city-pair airfares when there are less expensive airfares available? And what's with the CTO fees for ticket changes? A – 5 city-pair exceptions – See JFTR/JTR, Appendix P; CTOs no longer get airline rebates; everyone now pays for their services
- Why do I, as a civilian employee, have to use Government lodgings? A – You don't (except for limited schoolhouse situations).

Wrap Up

- PDTATAC website: ***http://perdiem.hqda.pentagon.mil/perdiem/***
  - You can get e-mail notification of significant changes!
- Any traveler's BIGGEST need is:
  - **CORRECT AND TIMELY INFORMATION!!**
- ***I suggest*** travelers be informed by knowledgeable personnel using JFTR, or JTR/FTR/DSSR, and Service implementing regs
  - JTR implements FTR (& DSSR, in part, & some OPM regs) for DOD civilian employees
  - JFTR is a statutory regulation for uniformed services
  - ***PDTATAC is required to review "all written material" implementing JFTR and/or JTR (DODD 5154.29)***

Wrap Up (cont'd)

- **READ APPENDIX A IN JTR & JFTR!!**
- ***Refer contractor Qs to the CORs & the Federal Acquisition Regulation (FAR)***
- ***Service PoCs:*** ***http://perdiem.hqda.pentagon.mil/perdiem/phdir.html***
- In ***DESPERATION ONLY***:
  - william.tirrell@perdiem.osd.mil
  - (These will probably end up back @ Service HQ unless I'm asked specifically NOT to send them there.)